

# HSBC Holdings plc

**Employee Share Plans 30 June 2019**

## Employee Share Plans

In accordance with the terms of a waiver granted by the Hong Kong Stock Exchange on 24 December 2010, full details of options under Employee Share Plans required pursuant to Listing Rules 17.07 and 17.09 are disclosed below. These disclosures are also available on the Hong Kong Stock Exchange's website at [www.hkex.com.hk](http://www.hkex.com.hk) and can be obtained upon request from the Group Company Secretary, 8 Canada Square, London E14 5HQ.

### Employee share plans

Share options and discretionary awards of shares are granted under HSBC Share plans to help align the interests of employees with those of shareholders.

Set out below are particulars of outstanding options, including those held by employees working under employment contracts that are regarded as 'continuous contracts' for the purposes of the Hong Kong Employment Ordinance. The options were granted for nil consideration. No options have been granted to substantial shareholders, suppliers of goods or services or in excess of the individual limit for each share plan. No options were cancelled by HSBC during the period. The options which were granted, exercised or lapsed during the period are detailed in the tables below. Particulars of options held by Directors of HSBC Holdings are set out on page 110 in the *Interim Report 2019*.

### All-employee share plans

The HSBC Holdings Savings-Related Share Option Plan is an all-employee share plan under which eligible employees have been granted options to acquire HSBC Holdings ordinary shares. The HSBC International Employee Share Purchase Plan was introduced in 2013 and includes employees based in 27 jurisdictions, although no options are granted under this plan.

For options granted under the HSBC Holdings Savings-Related Share Option Plan, employees save up to £500 each month over a period of three or five years. Employees may elect within six months following the third or fifth anniversary of the commencement of the relevant savings contract, to use these savings, to exercise the options. Alternatively, the employee may elect to have the savings, plus (where applicable) any interest or bonus, repaid in cash. In the case of redundancy, ceasing employment on grounds of injury or disability, retirement, death, the transfer of the employing business to another party, or a change of control of the employing company, options may be exercised before completion of the relevant savings contract. In certain limited circumstances, in accordance with the plan rules, the exercise period of options granted under the all-employee share plans may be extended.

Under the HSBC Holdings Savings-Related Share Option Plan, the option exercise price has been determined by reference to the average market value of the ordinary shares on the five business days immediately preceding the invitation date, then applying a discount of 20%. The HSBC Holdings Savings-Related Share Option Plan has an expiry date of 23 May 2025 (at which time the plan may be extended with approval from Shareholders) unless the Directors resolve to terminate the plan at an earlier date.

#### HSBC Holdings Savings-Related Share Option Plan

Date of award	Exercise price (£)	Exercisable		HSBC Holdings ordinary shares				
		from	until	At 1 Jan 2019	Granted in period	Exercised in period <sup>1</sup>	Lapsed in period	At 30 Jun 2019
20 Sep 2013	5.4738	1 Nov 2018	30 Apr 2019	97,631	—	84,014	6,493	7,124
23 Sep 2014	5.1887	1 Nov 2019	30 Apr 2020	1,835,930	—	22,112	18,774	1,795,044
22 Sep 2015	4.0472	1 Nov 2018	30 Apr 2019	3,025,150	—	2,762,352	147,654	115,144
22 Sep 2015	4.0472	1 Nov 2020	30 Apr 2021	12,175,973	—	121,412	190,838	11,863,723
21 Sep 2016	4.4037	1 Nov 2019	30 Apr 2020	8,725,752	—	76,926	185,232	8,463,594
21 Sep 2016	4.4037	1 Nov 2021	30 Apr 2022	2,741,962	—	19,474	67,273	2,655,215
21 Sep 2017	5.9640	1 Nov 2020	30 Apr 2021	6,617,322	—	23,411	335,918	6,257,993
21 Sep 2017	5.9640	1 Nov 2022	30 Apr 2023	1,636,043	—	2,834	85,445	1,547,764
21 Sep 2018	5.4490	1 Nov 2021	30 Apr 2022	16,829,437	—	14,414	735,076	16,079,947
21 Sep 2018	5.4490	1 Nov 2023	30 Apr 2024	3,380,313	—	1,908	167,686	3,210,719
				57,065,513	—	3,128,857	1,940,389	51,996,267

<sup>1</sup> The weighted average closing price of the shares immediately before the dates on which options were exercised was £6.4560.

**HSBC Holdings plc**

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